

**CITY OF GRAND RAPIDS HUMAN RIGHTS COMMISSION
CITY HALL, CONFERENCE ROOM 2B, 420 N. POKEGAMA AVE.**

DATE: MAY 30, 2018

TIME: 4:00 P.M.

MISSION STATEMENT

The Mission of the Grand Rapids Human Rights Commission is to promote a community of harmony and respect for the rights and dignity of all.

4:00 CALL TO ORDER:

CALL OF ROLL:

	Present	Absent
Commissioner Hall	<input type="checkbox"/>	<input type="checkbox"/>
Commissioner Ensley-Vice Chair	<input type="checkbox"/>	<input type="checkbox"/>
Commissioner Learmont	<input type="checkbox"/>	<input type="checkbox"/>
Commissioner Friesen	<input type="checkbox"/>	<input type="checkbox"/>
Commissioner Noyce	<input type="checkbox"/>	<input type="checkbox"/>
Commissioner Weidendorf	<input type="checkbox"/>	<input type="checkbox"/>
Commissioner Olynick	<input type="checkbox"/>	<input type="checkbox"/>
Commissioner Moren-Chair	<input type="checkbox"/>	<input type="checkbox"/>
Commissioner Schirber	<input type="checkbox"/>	<input type="checkbox"/>

SETTING OF REGULAR AGENDA:

This is an opportunity to approve the regular agenda as presented or add/delete an Agenda item by a majority vote of the Commission members present.

PRESENTATION:

APPROVAL OF MINUTES: April 25, 2018 Regular Meeting

FINANCIALS:

PUBLIC COMMENT/ACCOLADES:

CIRCLE OF HEALING UPDATE:

BIG VIEW UPDATE:

OLD BUSINESS:

NEW BUSINESS:

CALLS/COMPLAINTS/INQUIRIES:

ADJOURNMENT:

CITY OF GRAND RAPIDS HUMAN RIGHTS COMMISSION

CALL TO ORDER: Pursuant to due notice and call thereof a regular meeting of the Grand Rapids Human Rights Commission was held in Conference Room 2B, Grand Rapids City Hall, Grand Rapids, Minnesota, on Wednesday, April 25, 2018 at 4:00 p.m.

CALL OF ROLL: On a Call of Roll, the following members were present: Commissioners Karen Noyce, Doug Learmont, Melissa Weidendorf, John Schirber, Frieda Hall, Alice Moren and Deanna Ensley

Absent: None

Staff: Aurimy Groom, Attorney Sterle,

CALL TO ORDER Commissioner Weidendorf called the meeting to order at 4:00 pm.

SETTING AGENDA

Additions:

- Speaker Bureau Update

Motion by Commissioner Schirber, second by Commissioner Weidendorf to approve the agenda as amended. Motion passed by unanimous vote.

APPROVAL OF MINUTES March 28, 2018 Regular Meeting

Motion by Commissioner Hall, second by Commissioner Schirber to approve minutes for March 28, 2018. Motion passed by unanimous vote.

FINANCIALS The Commissioners reviewed the financials that were provided in the agenda packet.

PUBLIC COMMENT/ACCOLADES

Commissioner Ensley received a call regarding the Blue Line stickers on the Police cars. The caller felt the stickers should be removed.

CIRCLE OF HEALING

Update included ICC Home Run met with IASC, youth project in Ball Club, five of the Commissioners attended a film festival which focused on historical trauma.

BIG VIEW UPDATE

No update at this time.

OLD BUSINESS

2018 Indigenous People's Day: No update at this time. Commissioner Hall would like to step down from the planning committee which leaves Commissioners Ensley, Schirber and Noyce.

NEW BUSINESS

Speaker Bureau: Green Card Voices is a traveling display with stories of immigrants from Minnesota. The University of Minnesota also has a display in their history center. Commissioner Hall is also trying to contact volunteer refugee speakers.

ITEMS FOR NEXT AGENDA:

- Regular agenda items

CALLS/COMPLAINTS/INQUIRIES:

None.

Motion by Commissioner Schirber, second by Commissioner Weidendorf to adjourn the meeting at 4:53 pm. Motion passed by unanimous vote.

Respectfully submitted:

Aurimy Groom, Recorder

The next regular meeting is May 30, 2018.



Human Rights Information for Contacts

When someone calls with a concern about being discriminated against, here is what I have been saying to them:

Thank you very much for calling me with your concerns. I am very sorry that you are facing this issue. I am a member of the Grand Rapids Human Rights Commission. We are one of about 60 city and county commissions in Minnesota and our job is **not** to investigate issues brought to us but to put people in touch with the state department so their staff can investigate your concern.

If you believe you have been discriminated against in violation of the Minnesota Human Rights Act, please contact the Minnesota Department of Human Rights enforcement unit at 651.539.1100, 1.800.657.3704 or online at [mn.gov/mdhr/intake](http://www.mn.gov/mdhr/intake) [<http://www.mn.gov/mdhr/intake>]. The department is located at 625 Robert Street N. in St. Paul, MN 55155.

For more information about discrimination in Minnesota, visit [mn.gov/mdhr](http://www.mn.gov/mdhr) [<http://www.mn.gov/mdhr>] or follow the conversation on Twitter at Twitter [@mnhumanrights](https://twitter.com/mnhumanrights) [<https://twitter.com/mnhumanrights>].

The Minnesota Human Rights Act (#363) prohibits discrimination in business, education, employment, housing, credit services, public accommodations and public services. It is illegal to discriminate on the basis of race, age, sex, color, creed, disability, familial status, marital status, national origin, religion, sexual orientation or status with regard to public assistance or local human rights commission activity.

You are also welcome to attend the monthly meetings of the Grand Rapids Human Rights Commission, which are held on the last Wednesday of each month at 4 p.m. in City Hall. Call 218-326-7600 for more information.

I always offer to send the caller one of our brochures and let them know that they can always call me back if they feel that their needs are not being met along the way.

Kim Gibeau

From: Frieda Hall <hallfrieda@yahoo.com>
Sent: Friday, April 27, 2018 6:15 PM
To: Kim Gibeau
Subject: Fw: RELEASE: Governor Dayton Urges House Republicans to Reconsider Their Proposed 30 Percent Cut to the Department of Human Rights

Hello, Kim,

Please forward this to the other Human Rights Commissioners.

Thank you,
Frieda

From: Dayton Media [mailto:dayton.media@state.mn.us]
Sent: Friday, April 27, 2018 11:01 AM
To: Dayton Media <dayton.media@state.mn.us>
Subject: RELEASE: Governor Dayton Urges House Republicans to Reconsider Their Proposed 30 Percent Cut to the Department of Human Rights



STATE OF MINNESOTA
L'Étoile du Nord

Office of Governor Mark Dayton

FOR IMMEDIATE RELEASE
April 27, 2018

Contact: Sam Fetting
651-201-3408 office
612-214-2886 cell
sam.fetting@state.mn.us

Governor Dayton Urges House Republicans to Reconsider Their Proposed 30 Percent Cut to the Department of Human Rights

The \$1.4 million budget cut proposed by House Republicans would force the Department of Human Rights to lay off 18 people or 40 percent of its total staff

The layoffs and cuts would severely undermine the ability of the Department of Human Rights to investigate allegations of discrimination

House Republicans have targeted the Department of Human Rights for a cut despite a \$329 million overall budget surplus

ST. PAUL, MN – Governor Mark Dayton today strongly urged Republicans in the Minnesota House of Representatives to reconsider ill-conceived and unwarranted budget cuts to the Minnesota Department of Human Rights. The \$1.4 million in proposed budget cuts amount to more than 30 percent of the Department of Human Rights' annual budget. If enacted, the Department would be forced to lay-off 18 people, amounting to 40 percent of its total staff. These cuts would severely undermine the ability of the Department of Human Rights to investigate allegations of discrimination.

“These budget cuts are unnecessary and completely unwarranted. They would severely undermine the State of Minnesota’s ability to protect people from discrimination in our communities, and in our workplaces,” said Governor Dayton. **“I cannot comprehend why Republican legislators would push this destructive legislation. Last year, we agreed to a two-year budget for the Department of Human Rights and all other state agencies. I have made it very clear: I will veto any bill that cuts previously-established state agency budgets.”**

One of Minnesota’s smallest state agencies, the Department of Human Rights already has ten fewer employees than it did in 1996. Despite its size, the Department is charged with investigating discrimination complaints, enforcing the state’s equal pay and employment statutes, and working to alleviate discrimination and disparate outcomes in society.

“The actions of the Legislature to reduce funding to the Department is especially shortsighted given the growing concerns being expressed to address sexual harassment and to ensure that all have meaningful economic opportunities to succeed,” said Human Rights Commissioner Kevin Lindsey. **“The promise of our state and our country can only be fully recognized if we are clear by our words and actions that all are welcome in our society. The Department plays an important role in educating Minnesotans about our rights and responsibilities, creating opportunities for all, fostering community dialog, and constructively impacting systems that lead to disparate outcomes.”**

A Clear Need for Human Rights Enforcement

In 1967, Republican Governor Harold LeVander and the Minnesota Legislature created the Minnesota Department of Human Rights. Now, five decades later, the need for the Department persists. Rising intolerance and societal tensions, punctuated by high-profile examples such as the [Bloomington mosque bombing](#), [anti-Semitic graffiti on college campuses](#), and other acts of discrimination, underscore the need for a fully-staffed Department of Human Rights.

Empowering the Department of Human Rights

Since taking office, Governor Dayton has empowered the Minnesota Department of Human Rights to aggressively fulfill its mission of protecting the rights of all Minnesotans. The Governor also has worked with the Minnesota Legislature to reverse budget cuts that left the Department of Human Rights unable to carry out its mission.

- **Increased Funding for Department of Human Rights** – The previous administration cut funding for the Department of Human Rights by \$1.2 million, or 15 percent. These cuts undermined the ability of the Department to efficiently and effectively investigate allegations of discrimination charges. Since taking office, Governor Dayton has advocated for regional offices and worked to restore the Department of Human Rights’ budget by investing an additional \$2.3 million in its operations. This amounts to a 34 percent increase and has allowed the agency to take on additional duties, including operating a St. Cloud regional office, and enforcing of the Women’s Economic Security Act and Ban the Box law.
- **Increased Number of Investigations by 250 Percent** – Since 2011, the Department has worked to aggressively investigate discrimination in the workplace. In the first four years of the Dayton Administration, the Department investigated 2,700 cases. During the previous four years (2006-2010), the Department investigated only 1,080 cases.
- **Reduced Discrimination Investigation Times by 32 Percent** – Under the Dayton Administration, the Department of Human Rights has reduced investigation times by 32 percent, helping to ensure that Minnesotans receive justice in a timely manner. Before 2011, it took 430 days—more than a year—for complaints to be investigated. Thanks to reforms implemented by the agency, complaint investigations now only take 290 days to complete.

- **Increased Workplace Audits by 3,200 Percent** – The Department of Human Rights has completed more than 500 workforce certificate audits since 2011. These audits help ensure that contractors are providing [equal employment opportunities](#) for people with disabilities, women, and people of color on public works projects. This is a 3,200 percent increase over the previous administration.
- **Streamlined Workforce Certificate Process** – The agency streamlined its workforce certificate application process. Thanks to these process improvements, the wait time for contractors was reduced from 30 days to less than 10 days, a 66 percent improvement.
- **Increased Opportunities for Employers to Address Workforce Shortage** – Since 2013, the Department has participated in hundreds of presentations discussing ban the box and collateral consequences and has worked with more than 200 employers to modify their employment applications and pre-hire materials to ensure [fair chance opportunities](#).
- **Expand Opportunities in Construction** – The Department increased construction workforce participation goals for people of color in the seven county metropolitan area on state and major metropolitan agency projects. On construction projects monitored by the Department, the percentage of hours worked on construction projects by people of color between 2011 and 2016 rose from slightly more than 11 percent to 27 percent in Hennepin and Ramsey Counties and from 11 percent to 18 percent in Anoka, Carver, Dakota, Scott, and Washington Counties.
- **Launched Consumer-Friendly Website and Hotline** – In 2011, the Minnesota Department of Human Rights streamlined the intake charge process resulting in a reduction of 66 days to complete an administrative charge. In 2016, the Department added foreign language hotlines to assist citizens, business owners and other members of the public. The hotline has served more than 80 Minnesotans with over 32 hours of calls since July 2016. Additionally, the Department's Spanish speaking enforcement officer took about 480 calls from Minnesotans whose primary language is Spanish. In 2016, the Department also redesigned its website to increase efficiency and improve user navigability.

Recent Incidents of Alleged Discrimination in Minnesota

Below is a list of recent news stories, describing alleged acts of discrimination in Minnesota on the bases of race, religion, gender, and more.

- Star Tribune – [Three men arrested in Illinois case are charged with Bloomington mosque bombing](#)
- Star Tribune – [Guilty plea entered in assault with beer mug on Muslim woman at Coon Rapids Applebee's](#)
- City Pages – [St. Cloud is the worst place in Minnesota to be Somali](#)
- Star Tribune – [Anti-Semitic posters surface at University of Minnesota](#)
- Associated Press – [Threats to Minnesota Jewish centers investigated as hate crimes, feds say](#)
- Star Tribune – [University of Minnesota police investigate flier with two swastikas posted on campus](#)
- Star Tribune – [Twin Cities Jewish community shaken by rising anti-Semitism](#)
- MinnPost – [Anti-Semitic incidents spark worries of a trend](#)
- St. Cloud Times – [Minnesota has seen its own rise in hate, clashes before Charlottesville](#)
- St. Cloud Times – [Swastika graffiti discovered at North Junior High School](#)
- Star Tribune – [Swastikas, anti-Arab markings under investigation at Macalester](#)
- Star Tribune – [Shooting of Muslim men will be investigated as possible hate crime](#)
- Star Tribune – [Stabbing suspect attacks man on street, tells police he hates Muslims](#)
- Detroit Lakes Tribune – [After Moorhead Muslim woman harassed over hijab, some say treatment is common](#)
- Associated Press – [CAIR-MN Calls On Minnesotans To Fight Bigotry And Hate](#)
- St. Cloud Times – [Cab passenger charged with hate crime, assault of Somali driver](#)
- KARE 11 – [Threat to Somali woman investigated as hate crime](#)
- KEYC – [Vandalism At Islamic Center Causing Concerns](#)
- Huffington Post – [Muslim Teen Finds Note At Mosque Reading 'F**k Islam'](#)
- MPR News – [Muslim leaders: Wash. Co. 5th-grader threatened Somali child with air gun](#)
- WCCO – [Minnesota DPS Revokes Anti-Muslim License Plate, Deemed Offensive](#)
- Pioneer Press – [Minnesota restaurant owner takes heat for 'Muslims Get Out' sign](#)
- Star Tribune – [Anti-Muslim billboard posted near St. Cloud taken down](#)
- U.S. Dept. of Justice – [Minnesota Man Pleads Guilty to Hate Crime for Mailing Threatening Letter to Islamic Center](#)
- Star Tribune – [Fear stalks Minnesota Muslims as anti-Islam feeling builds](#)

- Star Tribune – [Minn. man charged in firebombing of Somali restaurant in Grand Forks](#)

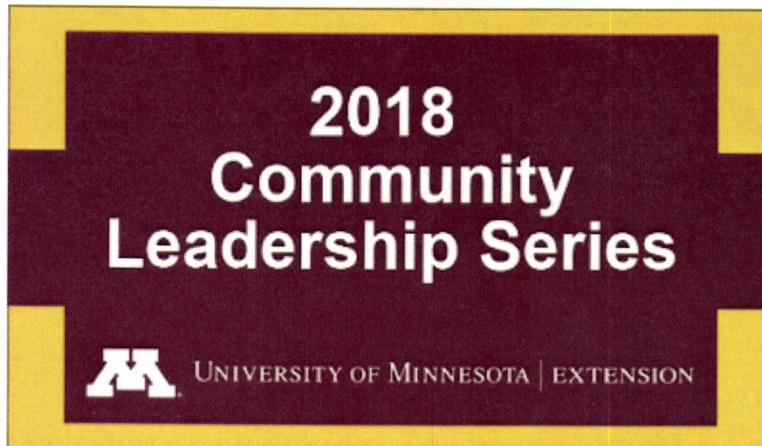
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Office of Governor Mark Dayton, Communications Department
130 State Capitol, 75 Rev. Dr. Martin Luther King Jr. Blvd., St. Paul, MN 55155
T: 651-201-3400 | E: Dayton.Media@state.mn.us

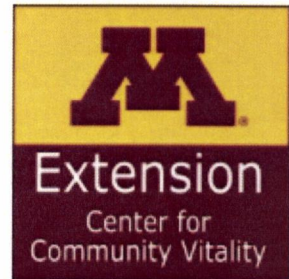


Center for Community Vitality

Making a difference by engaging Minnesotans to strengthen the social, civic, economic and technological capacity of their communities.



The Center for Community Vitality is proud to announce the 2018 Community Leadership Series. This series of eight, **FREE** webinars offers you the opportunity to refresh your skills, deepen your understanding of challenging topics, and connect with other leaders. Registration is now open for all webinars!



Cultivating Compassion in Your Community

Tuesday, April 10, 2018

11:30 a.m. to 1:00 p.m. (CDT)

Register https://umn.qualtrics.com/jfe/form/SV_0DLE4sPxOs4O2e9

When we turn on the TV or radio, or open our social media pages, we see and hear headlines rampant with anger and blame. Instead of continuing this type of conversation, how can we spread compassion? Is there a way that we can cultivate empathy and gratitude in our communities and with each other? How can we learn from other cultures and practice sharing compassion with our new community members?

Join Leadership and Civic Engagement educators, Lori Rothstein and Denise Stromme, to discover how compassion is vital to communities around the world. During this free, 90-minute webinar you will explore what compassion is for you, identify compassionate workplaces and organizations, and name the key ingredients for cultivating compassion. The session will include a self-assessment on compassion and social empathy to deepen your understanding. Come learn for yourself and for your communities.

Register at https://umn.qualtrics.com/jfe/form/SV_0DLE4sPxOs4O2e9 for this session by April 2, 2018 at 5:00 p.m. (CDT).



Critical Thinking for Racial Literacy

Tuesday, May 22, 2018

11:30 a.m. to 1:00 p.m. (CDT)

Register https://umn.qualtrics.com/jfe/form/SV_5cmbNbPscNwPTHn

Minnesota communities are rapidly diversifying. Every community member has a role to play in what happens next. So how can we improve our thinking, especially when it comes to issues of race? This webinar breaks down the key elements of critical thinking to examine some of the basic concepts and misconceptions about race and Minnesota communities. It's a great start for people beginning to explore the impact of race in their life and the questions you've long wondered about race.

This session is presented by Fernando Burga, Assistant Professor at University of Minnesota's Humphrey School of Public Affairs, and Eriks Dunens, Statewide Extension educator in Leadership and Civic Engagement.

Register at https://umn.qualtrics.com/jfe/form/SV_5cmbNbPscNwPTHn for this session by May 14, 2018 at 5:00 p.m. (CDT).



Communication Strategies for Effective Leadership

Tuesday, June 12, 2018

11:30 a.m. to 1:00 p.m. (CDT)

Register https://umn.qualtrics.com/jfe/form/SV_e3P4FyofSErprud

In today's fast paced world, effective communication with others can be a challenge. Understanding what style you prefer as well as how others want to communicate adds a new level of complexity to the way we work and lead. Leaders must be creative in how they engage others, keep work moving forward, and help others to grow from their experiences. How do you do it all?

Join Christy Kallevig, Extension educator, as we explore ways to help leaders communicate with others in and out of meetings. We will also discuss ways providing feedback can focus on future development rather than past performance.

Register at https://umn.qualtrics.com/jfe/form/SV_e3P4FyofSErprud for this session by June 4, 2018 at 5:00 p.m. (CDT).



Building Alliances

Tuesday, July 31, 2018

11:30 a.m. to 1:00 p.m. (CDT)

Register https://umn.qualtrics.com/jfe/form/SV_9LuZPLmDeT9tVX

Creating community or institutional change is long, hard work. Rarely is it ever addressed successfully by a single person. Join Fernando Burga, Assistant Professor at University of Minnesota's Humphrey School of Public Affairs, and Eriks Dunens, Statewide Extension educator for Leadership and Civic Engagement, as they share what the research suggests about building alliances to achieve the impacts we wish to have.

Focusing on racial equity, the presenters will explore the benefits and challenges that are inherent in building alliances within this context. The session examines questions such as "How can we cultivate allies?," "What makes for an effective ally?," and "What do I do when allies aren't helping?"

Register at https://umn.qualtrics.com/jfe/form/SV_9LuZPLmDeT9tVX for this session by July 23, 2018 at 5:00 p.m. (CDT).



Asset Based Leadership

Tuesday, August 7, 2018

11:30 a.m. to 1:00 p.m. (CDT)

Register https://umn.qualtrics.com/jfe/form/SV_cCMP7QGATviWkpn

How do you look at your organization or community? Do you see the things that are going well or are you focused on the problems? The lens we use not only impacts our thoughts, but also of those who view us as leaders. Join us for a FREE webinar to discuss the difference between asset- and deficit-based leadership.

Jody Horntvedt, Leadership and Civic Engagement educator, will discuss the difference between asset- and deficit-based leadership. This session will focus on considering our personal mindset, whether "fixed" or "open", and applying that to how we lead in community groups, organizations, and in our workplace. Asset-based leadership is learning to shift from looking for what is wrong, and instead focusing on the potential we can find in most situations. We'll offer tools and tips for modeling asset-based approaches and suggestions for growing open mindsets in those you lead.

Register at https://umn.qualtrics.com/jfe/form/SV_cCMP7QGATviWkpn for this session by July 30, 2018 at 5:00 p.m. (CDT).



Retaining Volunteers

Tuesday, September 11, 2018

11:30 a.m. to 1:00 p.m. (CDT)

Register https://umn.qualtrics.com/jfe/form/SV_eYfz0zoqg47aBuI

People have a variety of options when it comes to organizations to be involved in or events to support. How do you keep them involved in your organization, community or event? This session highlights ways to nurture and support existing volunteers in community groups, organizations and events to encourage them and maximize their contributions.

Jody Horntvedt, Leadership and Civic Engagement Extension educator, will share strategies for retaining volunteers. She will discuss giving attention to two important functions (task and maintenance) when retaining volunteers; focusing on strengthening social capital (efficacy, trust and engagement) when working with volunteers; and motivating volunteers by encouraging autonomy, mastery and purpose during this FREE ninety-minute webinar.

Register at https://umn.qualtrics.com/jfe/form/SV_eYfz0zoqg47aBuI for this session by August 31, 2018 at 5:00 p.m. (CDT).



Renewing Volunteers

Tuesday, September 25, 2018

11:30 a.m. to 1:00 p.m. (CDT)

Register https://umn.qualtrics.com/jfe/form/SV_6QM4TRYPIKyjpoF

Every organization and community seems to have a core group of volunteers that step forward whenever needed. How do you keep that group energized? How do you make others want to be a part of that group? Leadership and Civic Engagement educator, Jody Horntvedt, will highlight ways to encourage and inspire volunteers in community groups, organizations and events to maximize their contributions and make them the best they can be!

During this FREE webinar we'll offer tools you can use for renewing volunteers as you: 1) consider the needs of volunteers, 2) offer appreciation that matches their reasons for volunteering, and 3) gather feedback from volunteers to improve your volunteer management practices.

Register at https://umn.qualtrics.com/jfe/form/SV_6QM4TRYPIKyjpoF for this session by September 17, 2018 at 5:00 p.m. (CDT).



Community Economics for Community Leaders

Tuesday, October 23, 2018

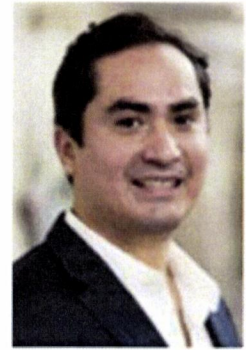
11:30 a.m. to 1:00 p.m. (CDT)

Register https://umn.qualtrics.com/jfe/form/SV_7P5VOMPh2KLXjRH

Community leaders are put in the position of knowing about a variety of topics that will impact the vitality of their area. This includes not only understanding the people who are in that community, as well as the economics of the community. However, not many of us are community economics professionals, so how can we contribute? This webinar will help you understand the difference between community economics and community development. You will also gain insight into frameworks that can be useful for you when working in your community.

This FREE, ninety-minute webinar features Neil Linscheid, Extension educator for Community Economics, and Brigid Tuck, Senior Economic Impact Analyst.

Register at https://umn.qualtrics.com/jfe/form/SV_7P5VOMPh2KLXjRH for this session by October 15, 2018 at 5:00 p.m. (CDT).



The Center for Community Vitality provides leadership, civic engagement and community economics education to Minnesota's communities of place, interest and identity. For more information, contact an educator or a Community Vitality leader at www.extension.umn.edu/community